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17 November 1966

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Weekly Report of the Office of Training  
17 November 1966

1. Senior Executive Course Department of Defense Computer Institute

Arrangements have been made for George Meloon who missed the last two days of the DODCI Senior Executive Course in October to attend the 12 December running. George was unable to make the 14 November course as mentioned in our weekly report of 3 November.

2. Support Services Review--Trends and Highlights

In accordance with your approval to extend the Support Services Review Course one-half day, the next running will begin at 1300 hours 13 December and extend through 1700 hours 16 December.

3. Attitudinal Shift

Earlier this year (3 April) the A&E Staff/ OMS conducted a study on the attitudes of Career Trainees before and after the Intelligence Orientation Course. Attached for your information is an abstract of this study.

4. Foreign Service Officer Recruitment Sources

Recent discussion with the IG team has touched on a great many matters including the experience of other agencies which conduct selection and training activities comparable in some degree to our Career Training

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**Community and National Security Policy"; f) 8 Senior Foreign Officers at Fort Holabird on "Communism in Southeast Asia", "Communism in Western Europe", and "Communism in Latin America"; g) 85 Officers at the Military Assistance Institute on "Soviet Trade and Aid Programs."**

**/s/  
John Richardson  
John Richardson  
Director of Training**

**3 Atts**

- Att 1: OTR Attendance**
- Att 2: Abstract of study on "Attitudes of CTs Before and After Orientation Course"**
- Att 3: Summary memorandum on "Foreign Service Officer Recruitment Sources"**

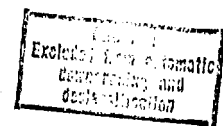
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ATTENDANCE  
WEEK OF 7 November - 10 November '66

Operating Programs (Internal Training)

	<u>Agency</u>		<u>Non-Agency</u>	
	<u>Courses or Projects</u>	<u>Number of Students</u>	<u>Briefings</u>	<u>Number Briefed</u>
Clandestine Ops	6	143	0	0
Covert Training	10	37		
Intelligence	2	20	5	152
Language (16)				
Full-Time	28	68		
Part-Time	64	150		
Tutorial	8	9		
Communism	1	14	4	104
Support & Development	3	74		
	2	37		
Total	<u>124</u>	<u>552</u>	<u>9</u>	<u>256</u>
External Training	<u>425</u>	<u>221</u>		
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ABSTRACT

The major purpose of this research was to measure the attitudes of Internal and External CTs toward the Agency and its major activities both before and after a two-week orientation course. A secondary aim was to gain an appreciation of the semantic differential as an attitude measuring technique and its potential for future Agency applications.

Prior to conducting this study the Orientation and Briefing Faculty outlined three attitudinal areas they felt would be influenced by course participation. These were translated into the following before-after questions: (1) to what extent is the Agency seen as a high-level professional team? (2) to what extent do CTs accept some routine as a necessary and non-degrading aspect of their jobs? (3) how do attitudes of CTs differ toward intelligence collection (DDP), intelligence production (DDI), and support of intelligence collection and production (DDS)?

Results indicated that: (1) both Internal and External CTs initially possess extremely favorable attitudes toward the Agency; these are maintained for the Externals and slightly enhanced for the Internals over the two-week course; (2) no evidence was found that the course provided CTs with a more realistic appreciation of the less pleasant aspects of jobs within the Agency; Internals consistently judged CIA jobs in general in a less favorable light than Externals; (3) although

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reliable evidence for differential evaluations (stereotyping) of DDP, DDI, and DDS exists initially for both groups of CIs, the degree of stereotyping as tapped by this measuring instrument was judged practically inconsequential. After the course, the stereotyped reaction to directorates was further reduced for the Externals. Students' attitudes toward the Agency support mission were affected most noticeably and without exception became more favorable.

The semantic differential was judged a satisfactory attitude measuring technique, and recommendations for its future application were made.

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10 November 1966

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MEMORANDUM FOR: [REDACTED]

SUBJECT : Foreign Service Officer Recruitment Sources

In one of our recent discussions I referred to certain data, obtained from the State Department, concerning the colleges and universities from which Foreign Service Officers are recruited. Since this subject has relevance to your study of the Career Training Program, I am summarizing in the following paragraphs information covering the periods 1957-1962 and 1963-1965, a total of about 8½ years.

I. FSO's Appointed 1957-1962

In early 1964 the College Relations Staff of the Department of State prepared a study of the schools from which FSO's were recruited over a 5½ year period during 1957-1962. A total of 926 officers were appointed during this period, drawn from 204 colleges and universities in the U.S. plus one in Canada. Ten schools stand out as the most prominent sources:

Harvard	60	6.5%
California	56	6.0%
Princeton	44	4.8%
Yale	41	4.4%
Georgetown	28	3.0%
Stanford	23	2.5%
Dartmouth	22	2.4%
Columbia	21	2.3%
Michigan	15	1.6%
Minnesota	15	1.6%
<hr/>	<hr/>	<hr/>
Total	325	35.1%

GROUP 1  
Excluded from automatic  
downgrading and  
declassification

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An additional 26 schools were important contributors, as follows:

Virginia	13	Duke	7
Northwestern	12	Haverford	7
Wisconsin	11	Michigan State	7
Brown	11	Rochester	7
Florida	11	Swarthmore	7
Chicago	10	Texas	7
Washington	10	Tufts	7
Hamilton	9	Williams	7
Oberlin	9	Colgate	6
Smith	9	Cornell	6
Ohio State	8	Fordham	6
Pennsylvania	8	North Carolina	6
CCNY	7	St. John's (NY)	6
		Total	215

The other 383 officers appointed in this period represented a broad range of 169 schools, and 3 were appointed who were not college graduates. The total number of 926 appointed during this period represented, in 1964, 25% of the total FSO strength.

## II. FSO's Appointed 1963-65

A sampling was conducted to ascertain the schools from which FSO's were appointed during the 3-year period 1963-65. A total of 138 were reviewed.\* They came from 99 schools in the U.S. plus one each from Canada and Ireland. The ten leading sources were:

Harvard	13
Yale	8
Fletcher School of Law and Diplomacy	7
Princeton	7
School of Advanced International Studies	7
Univ. of California (Berkeley)	7
Columbia	5



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Cornell	3
UCLA	3
Missouri	3
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	63
Other schools (91)	125
	—
Total	188

(\*I do not have the total number appointed during this period.)

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Chief, Career Training Program

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